

# **EXHIBIT 2487**

to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs

**REDACTED VERSION**

# 2010 Annual Performance Review

## Compensation Training for Managers

December 2009



|                      |                |
|----------------------|----------------|
| <b>EXHIBIT</b>       | <b>2487</b>    |
| Deponent             | <u>Keiper</u>  |
| Date                 | <u>3-28-13</u> |
| Gina V. Carbone, CSR |                |

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## Agenda

1. Key Underlying Philosophies & Total Rewards Overview
2. Refresh on the Performance Levels & Ranking Process
3. Cash Compensation
4. Equity Compensation
5. High Level Timeline
6. Next Steps
7. Resources



## Performance Management Strategy

Continue to evolve culture toward pay for performance where key contributions of employees are recognized and rewarded, and managing performance is a key requirement to growing the business

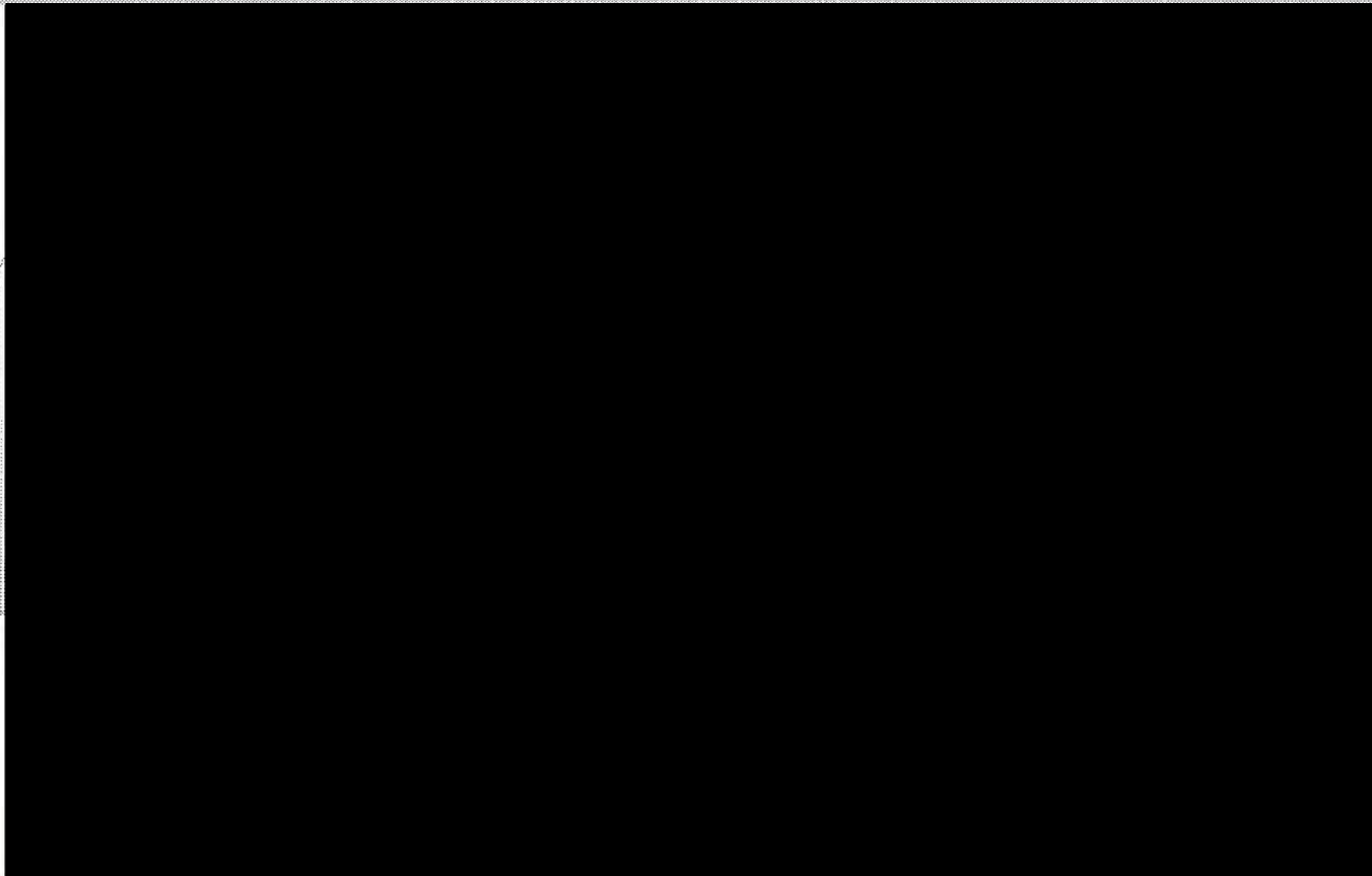


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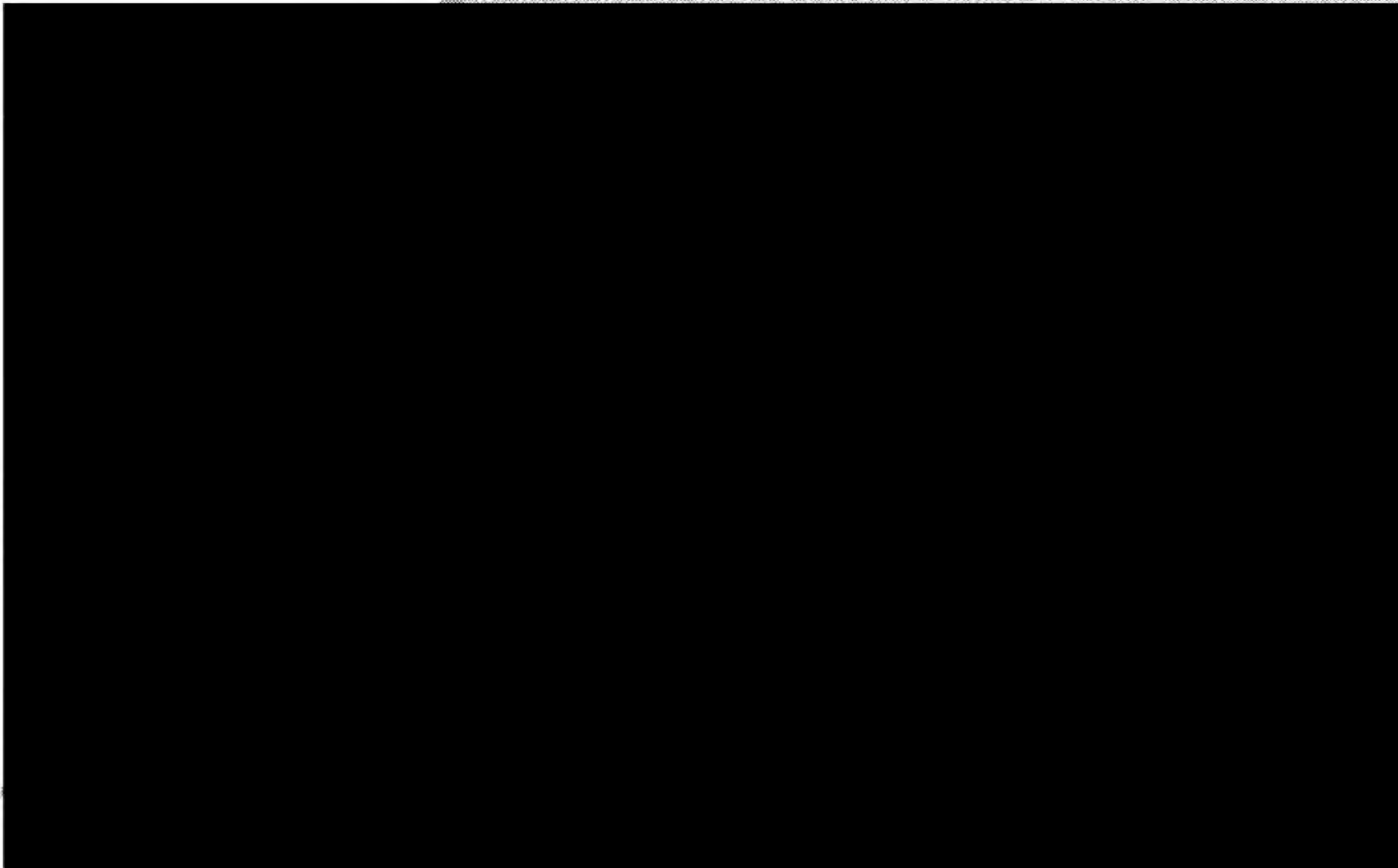
# Performance Management Framework



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# Total Rewards Overview



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## Ranking Definition

- Ranking is a process to identify levels of performance across the company

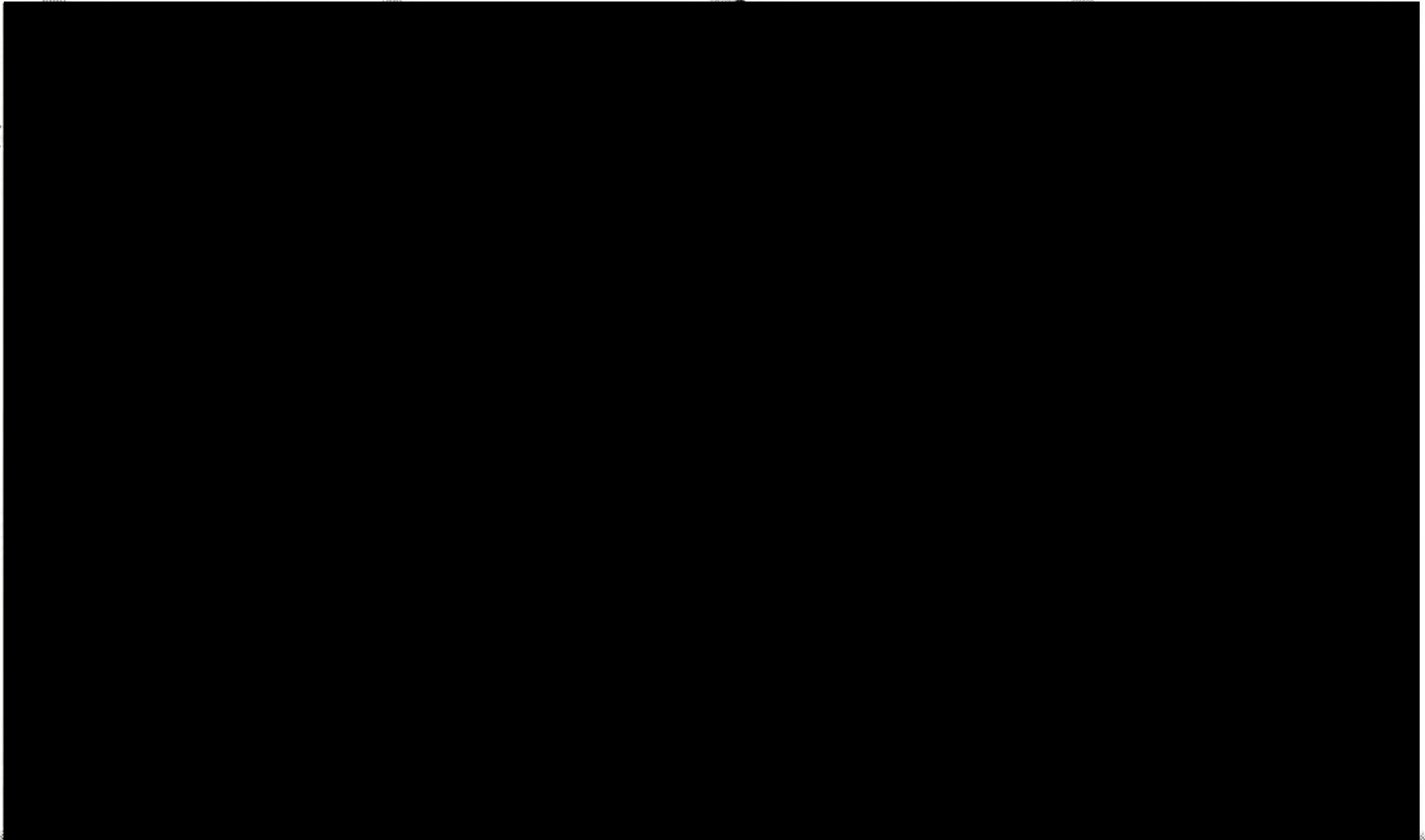


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# Ranking Process



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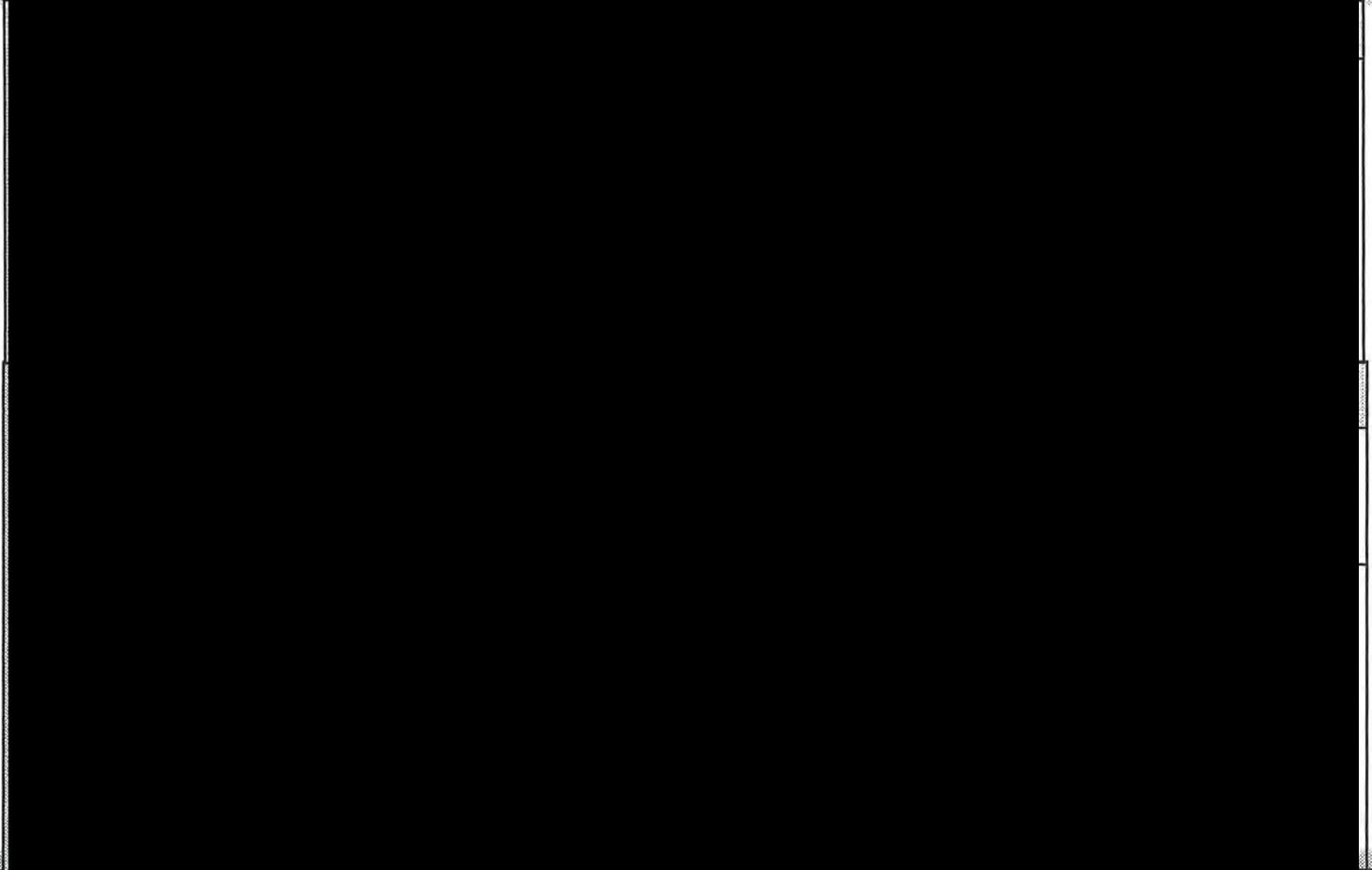
## Performance Levels



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# Leading to Win



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# Annual Review: Cash and Equity Compensation

## ■ Cash Compensation

- Salary Budget Methodology and Overview
- Budgets by Country
- Salary Increase Matrix and Considerations
- Salary Tool

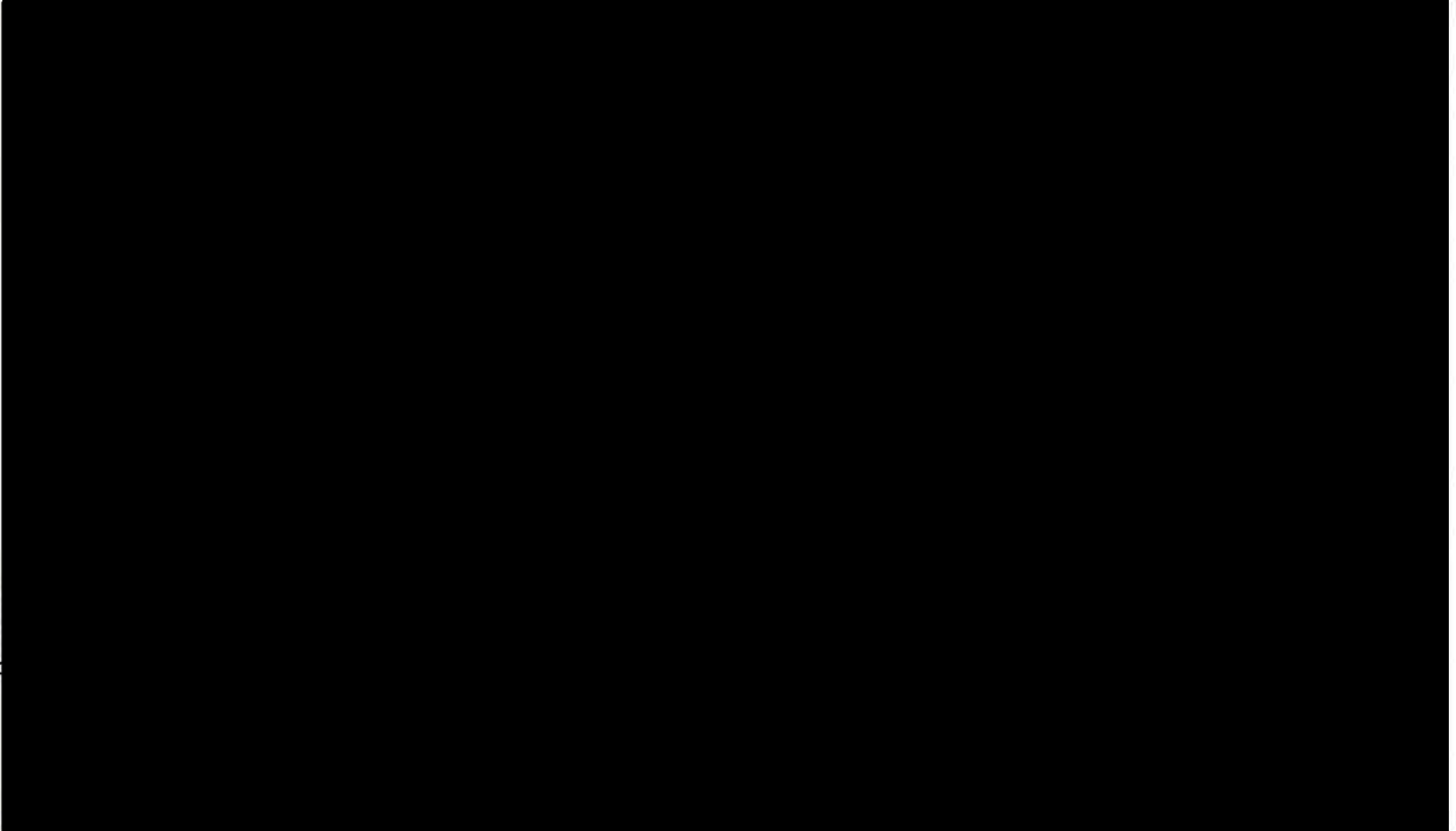
## ■ Equity Compensation

- Equity Budget Methodology and Overview
- Equity Grant Considerations
- Stock Tool





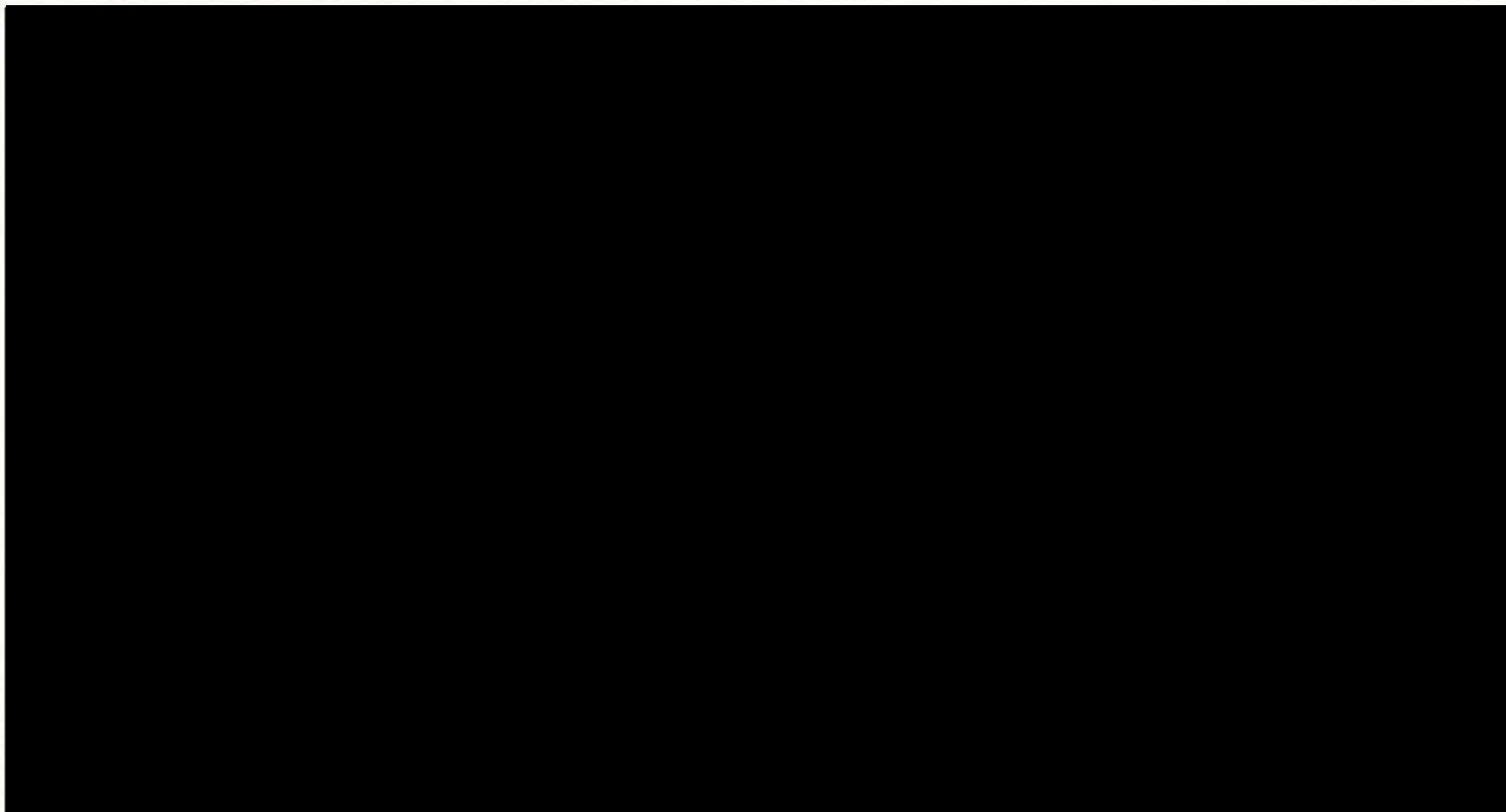
# Annual Review Salary Budget Methodology



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# Salary Budget Overview

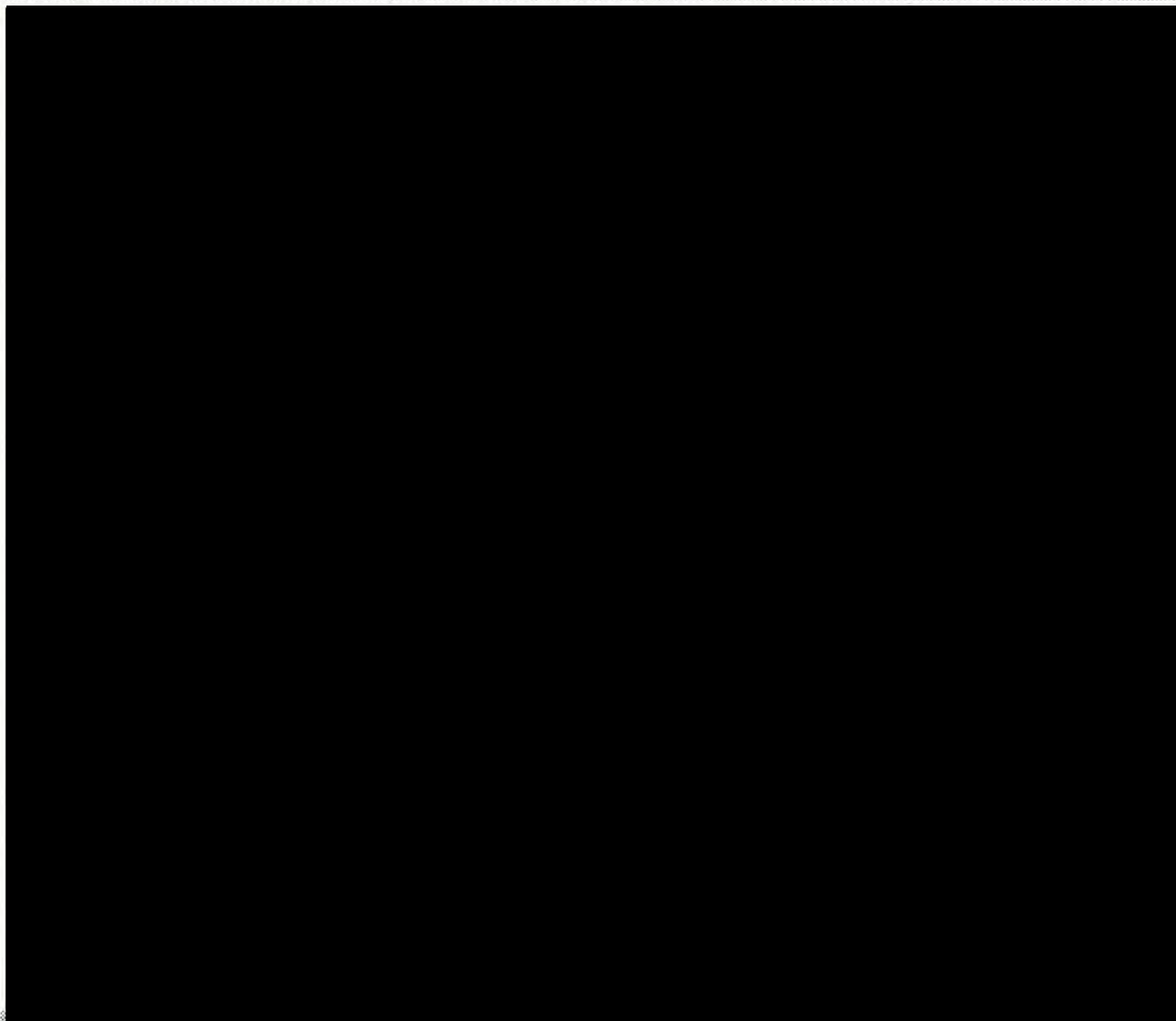


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## Salary Budgets by Country\*



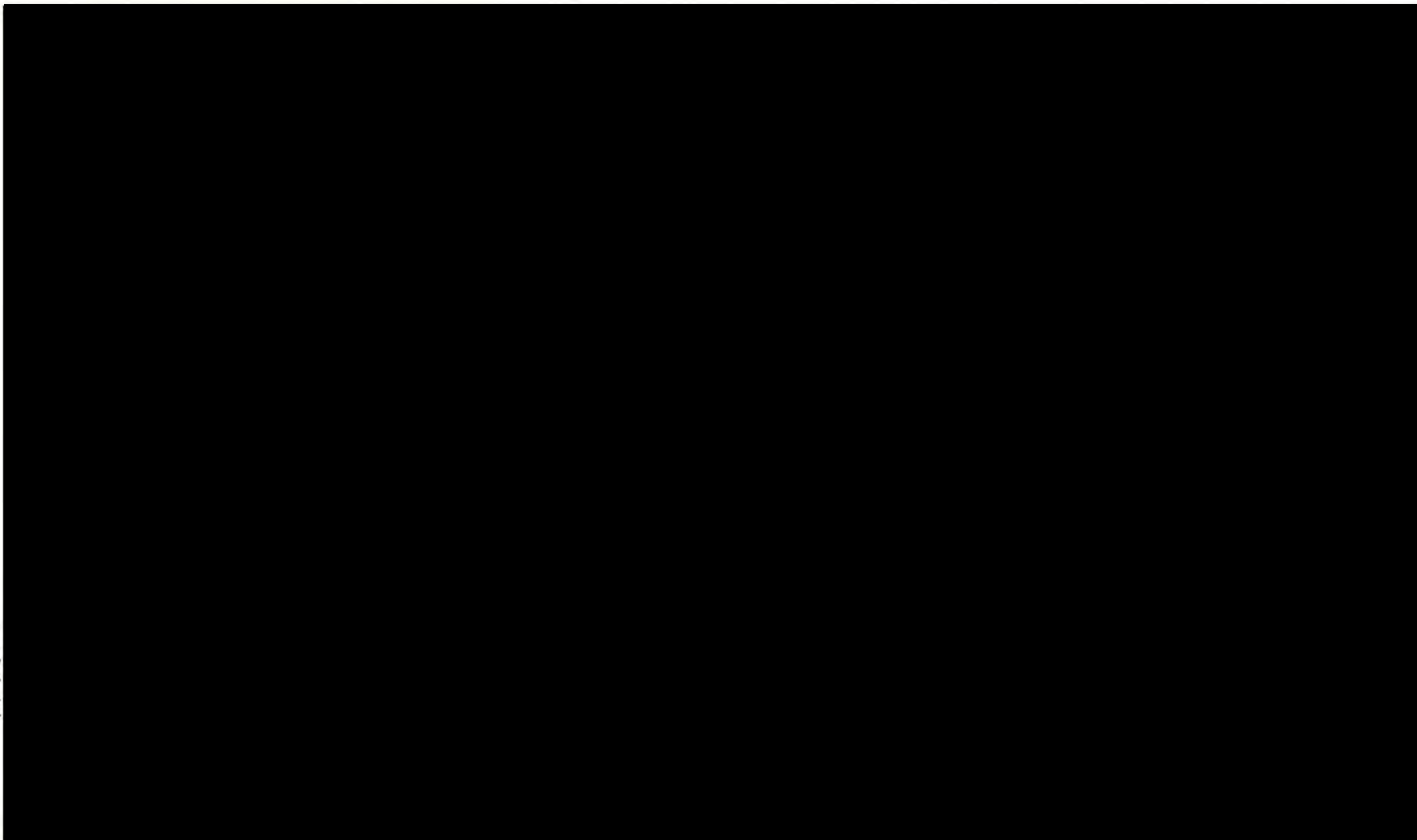
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# Salary Increase Considerations for Managers

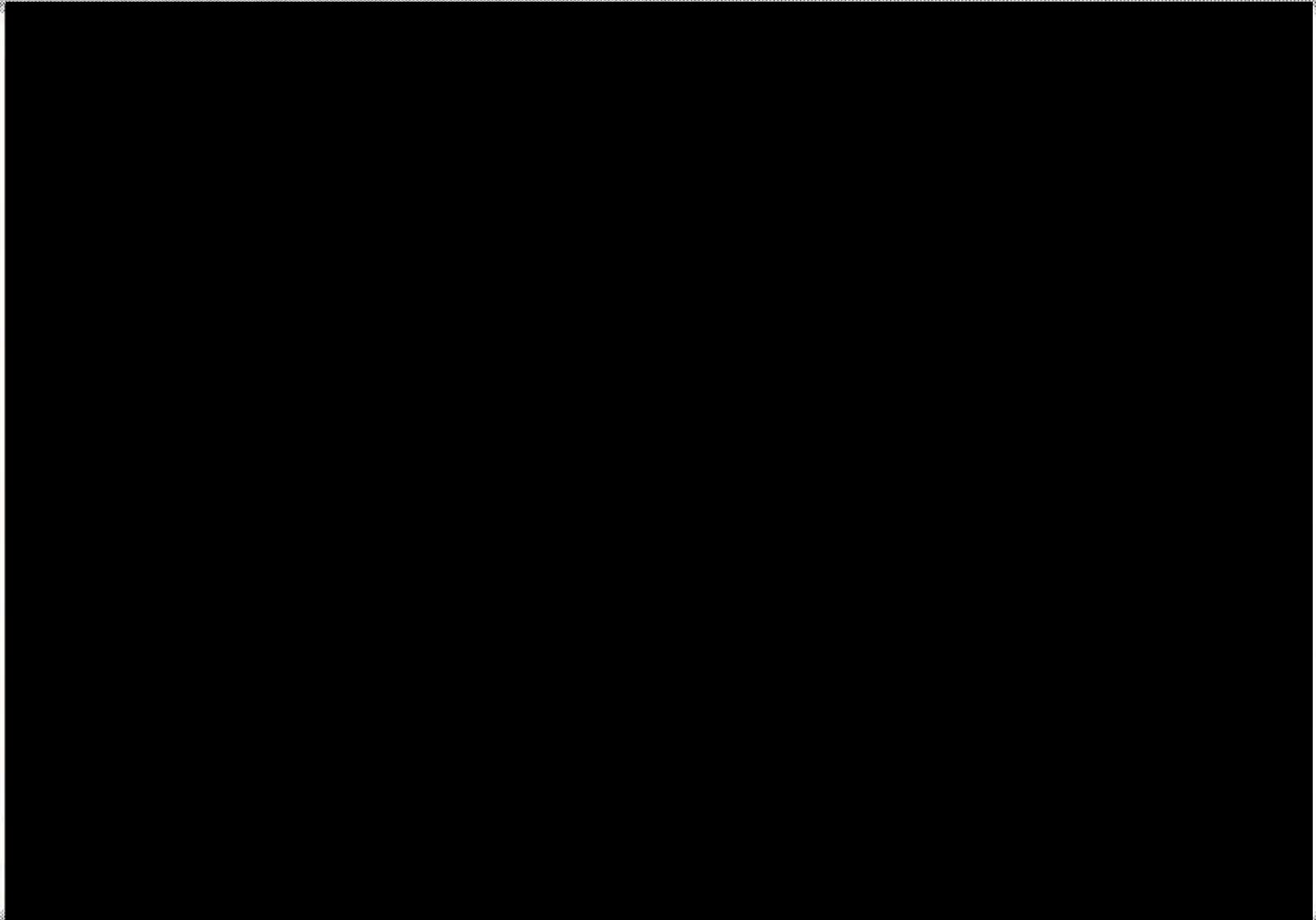


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# Salary Increase Matrices



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# Annual Review Salary Tool

- Annual Review Salary Tool will be open starting December 14 for all managers to enter preliminary salary and performance level recommendations
- Refer to the Adobe Presenter available on the Managers' Annual Review website or within the Salary Tool for help using the tool

Annual Review Processing

Leghorn, Foghorn: [All Structures] [Annual Review] Selection as of: 01/31/2010 Update as of: 02/01/2010

| Max  | Min  | Name            | Position                   | Job Title                  | AGIP% | Cur Salary     | Cur Salary | Cur Salary | Cur Salary |
|------|------|-----------------|----------------------------|----------------------------|-------|----------------|------------|------------|------------|
| 10.0 | 10.0 | Leta, Jared     | Principal Scientist 6      | Principal Scientist 6      | 10.0  | 140,400.00 USD | 140,400.00 | 100/100/00 |            |
| 10.0 | 10.0 | Leta, Little    | Consulting Mgr 5           | Consulting Mgr 5           | 10.0  | 72,674.77 USD  | 72,674.77  | 075/000/02 |            |
| 10.0 | 10.0 | Fexton, Bill    | Principal Scientist 6      | Principal Scientist 6      | 10.0  | 140,400.00 USD | 140,400.00 | 100/100/00 |            |
| 10.0 | 10.0 | Pig, Porky      | Mgr. Project (Client Svcs) | Mgr. Project (Client Svcs) | 10.0  | 74,154.95 USD  | 74,154.95  | 000/000/02 |            |
| 10.0 | 10.0 | Theroux, Justin | Principal Scientist 6      | Principal Scientist 6      | 10.0  | 140,400.00 USD | 140,400.00 | 100/000/00 |            |

Employee Name: Theroux, Justin Reports to: 24522 Leghorn, Foghorn Current Hire Date: 04/27/2009 Currency: USD

Global Job: Adobe Job: Adobe Job Title: Pos Area: Position Title: Level:

Cur: 5100 00000000 Principal Scientist 6 US\_5100 Onboarding Integration To: BIR

Now:

Salary (FTE): AGIP% Level: Salary Structure: Hours/Week: No. 1/4/2009

Cur: 140,400.00: 10.0: U.S. Bay area: 01/31: 40.00

Now: 140,400.00: 10.0: U.S. Bay area: 02/01: 40.00

Min: Max: Mid: Merit: Adj: Total:

Cur: 100,300.00: 195,300.00: 240,300.00: 4.00%: \$: \$: 4.00%

Now: 0.00: 0.00: 0.00: 5.00%: 0.00: 0.00: 5.00%

Save



# Annual Review Equity Budget Methodology

## 1. Apply philosophy

- Provide market competitive rewards allowing us to attract and retain great global talent and differentiate based on exceptional company and individual performance
- Consistent application around the globe for competitiveness in the local markets

## 2. Gather and analyze equity survey data (published surveys and economic forecast reports)

- Market data source is primarily Radford equity survey
  - Market data is based on Adobe's direct peer companies

## 3. Factors to consider to determine worldwide equity budgets

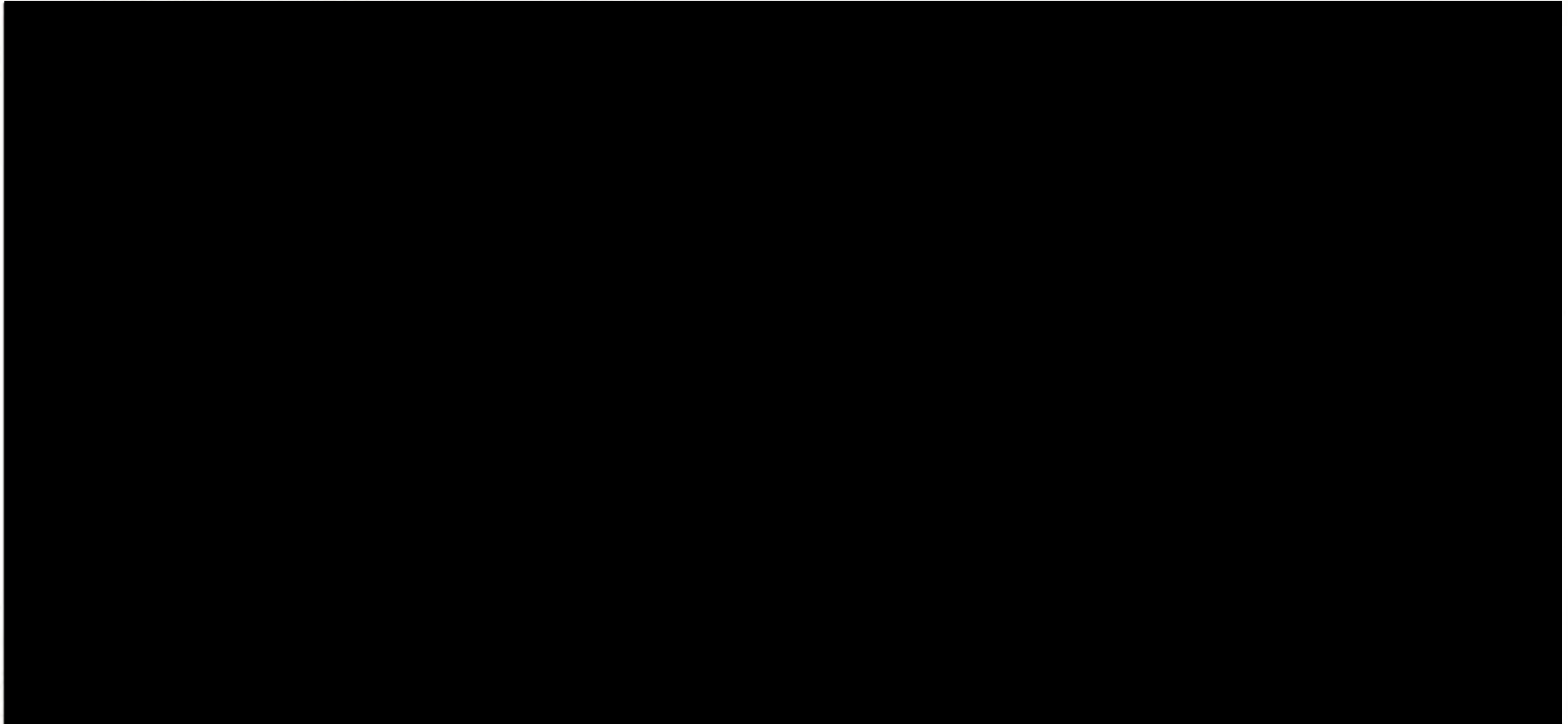
- Shares outstanding and allocation approved by BOD
- Current employee ranking, job level and equity hold
- External equity – market competitiveness
- Adobe's financial state and economic conditions

## 4. Develop worldwide equity guidelines

- Target 65<sup>th</sup> percentile of the market data to create equity guidelines

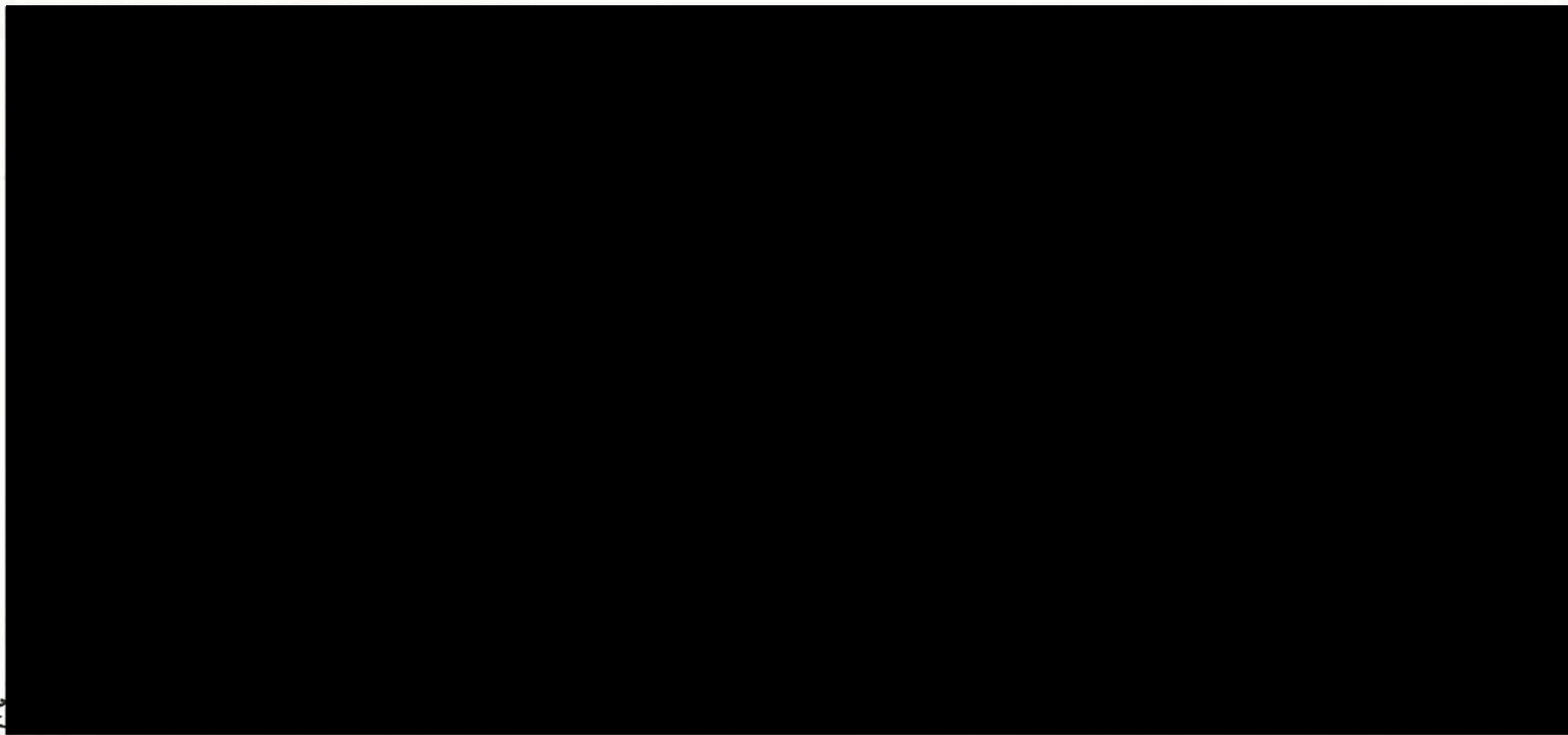


# Equity Overview



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# Equity Grant Considerations for Senior Leaders

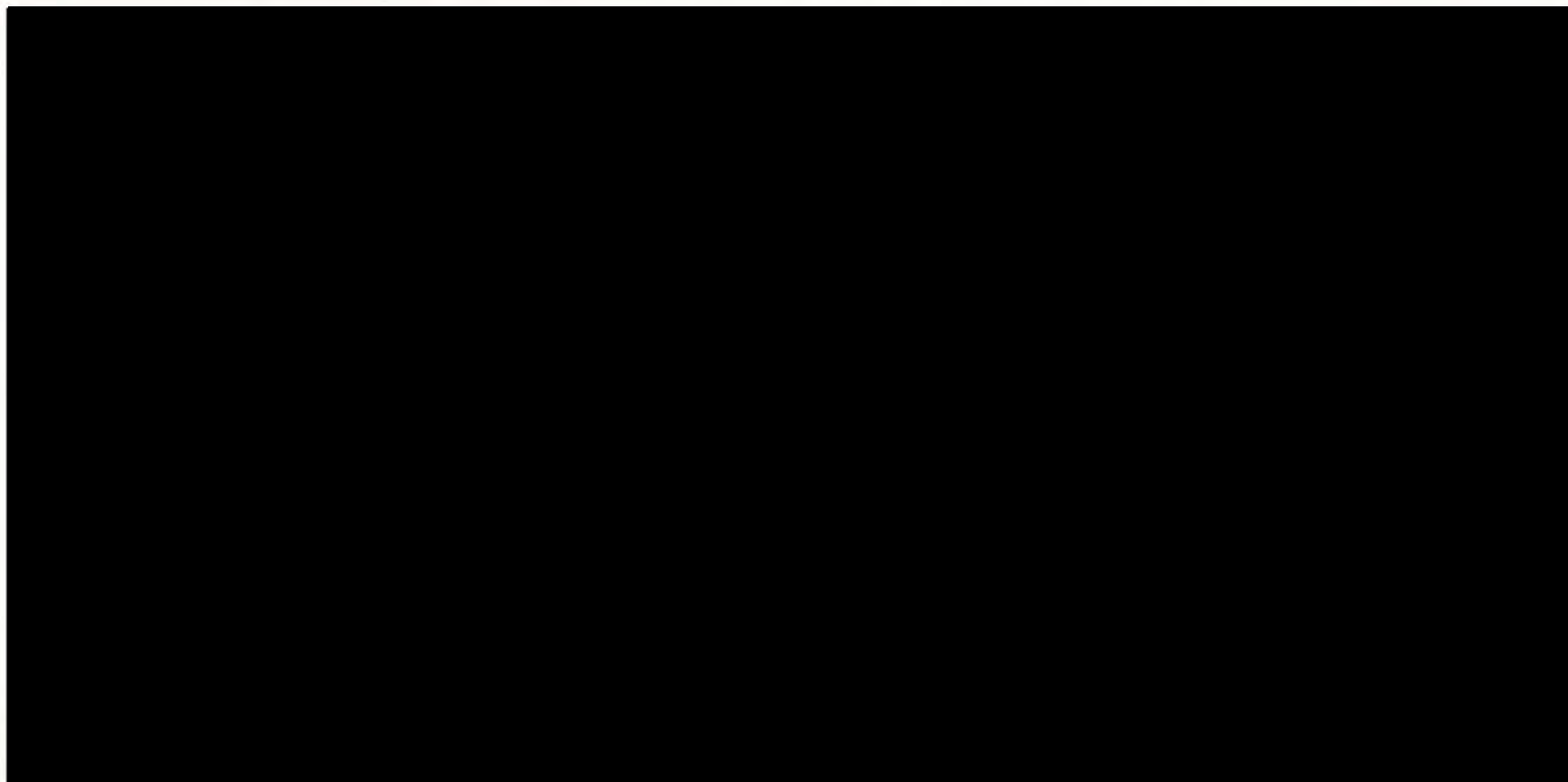


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# Annual Review Stock Summary



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# Annual Performance Review



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## Next Steps

- If asked, participate in Ranking sessions for your organization
- In the Salary Tool, enter your salary and performance level recommendations for each of your employees by January 6
- Write reviews via Appraisal Form for each employee
  - If you choose, as an FYI, send a copy of the appraisal via Workspace to your manager
- [REDACTED]
- [REDACTED]
- Review resources for delivering effective feedback



## Cash & Equity Compensation Resources

- Phase 2 Compensation Summary
- Annual Review Salary Tool training
  - Click the “Training” button in the Salary Tool or on the Manager’s Annual Review website
  - For New Managers: Instructions on how to download the SAP GUI to access the Salary Tool
- Job/Salary Range Website
  - [REDACTED]
- Performance Shares and Restricted Stock Units (RSU) Training
- Total Rewards Overview (online module)
  - Part 1 - Total Rewards Overview
  - Part 2 - Compensation Fundamentals
  - Part 3 - Compensation Programs
- General Compensation Info (pdf)

Note: There have been Total Reward Program changes not reflected within this



## General Resources

- 2010 Managers' Annual Performance Review Website
  - Reference documents, trainings, communications, Appraisal Form
- 2010 Employees' Annual Performance Review Website
  - Trainings, Appraisal Form, communications
- Managing at Adobe Website
- If you have questions about...
  - The Appraisal Form: contact the IT Service Desk at x6HELP
  - Annual Performance Review timeline, process or tools:
    - In North America and India: contact the HRIC at x6HELP or [hric@adobe.com](mailto:hric@adobe.com)
    - In all other geos: contact your local HR Manager
  - An employee issue: contact your HR Manager
  - Evaluating performance, ranking, department specific dates: contact your manager



